



LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2012 - 2013
WORK PLAN

Goal Category	Curriculum, Instruction and Assessment		
Aspirational Goal	The district strives for academic excellence and persists in identifying and maintaining high expectations for all students, confirming student achievement and engagement, cultivating passion for knowledge and enjoyment of learning and celebrating excellence.		
Operational Goal	The district strives to be accountable for student achievement and will learn from assessments of student performance and draw from professional knowledge related to curriculum and pedagogy to align, implement and communicate a well-designed curriculum and to adjust instruction to improve to student learning.		
Curriculum Planning and Development			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Align PreK-8 Lincoln Learning Expectations with National Common Core Standards embedded in the 2011 MA Frameworks for ELA and Math	<ul style="list-style-type: none"> K-8 professional development in ELA: <i>Informational Reading and Writing</i>; and Math: <i>Standards of Mathematical Practice</i> 	Sterling, Metzger, Herzog, Merra Summer 2012	Teacher attendance, products, teacher feedback
	<ul style="list-style-type: none"> Purchase of new materials in ELA, Math 	Merra, Metzger Summer 2012	New materials available to teachers in ELA and Math
	<ul style="list-style-type: none"> Professional development in ELA, Math through team meetings, district meetings, coaching and co-teaching 	Math Specialists, Literacy Specialists CPT, Wed. afternoons	Frequency of meetings; agendas and notes, math and literacy specialist actions and insights
	<ul style="list-style-type: none"> Observations of math and ELA lessons 	Principals	Frequency of observations; feedback to teachers
	<ul style="list-style-type: none"> Reports to School Committee 	Sterling, Metzger, van Cleef, Merra December 2012, March 2013	Summary of teacher involvement; highlights of teacher learning, initial indicators of student performance in targeted areas
Conduct a review of technology: resources, staffing, infrastructure, and curriculum integration to determine the needs of the district moving forward	<ul style="list-style-type: none"> Convene a district technology review committee consisting of representation from technology staff, administration, faculty, and School Committee 	McFall October 2012	Technology Needs Assessment and Protocol for Review Process
	<ul style="list-style-type: none"> Enlist outside technology consultants to review our technology infrastructure, instruction, staffing, hardware and software 	November 2012 – March 2013	Technology Review Document

	<ul style="list-style-type: none"> • Report to School Committee 	McFall, Technology Review Committee April 2013	Recommendations and Technology Plan
--	--	---	-------------------------------------

Implementation and Instruction			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Implement standards-based planning, instruction, differentiation, assessing and reporting in all subjects	<ul style="list-style-type: none"> • Gr 7 & 8 teacher professional development 	Sterling Summer 2012	Teacher attendance, feedback
	<ul style="list-style-type: none"> • Ongoing professional development through faculty meetings, team meetings 	Sterling, Curriculum Leaders, Principals Faculty meetings, CPT, Wed. afternoons	Agendas, meeting notes; observations and teacher feedback
	<ul style="list-style-type: none"> • Reports to School Committee 	Sterling, Principals May 2013	
Articulate and implement strategies to address learning and achievement gaps	<ul style="list-style-type: none"> • Review of 5 Point Plan for Narrowing Achievement Gaps; decisions on action steps 	Sterling, McFall, Administrative Council October 2012	Agenda, notes, and decisions regarding action steps
	<ul style="list-style-type: none"> • Active support for and monitoring of Goal Focused Intervention Plans 	Principals December 2012 and March 2013	Records of GFIPS; monitoring notes; assessment results of student progress
	<ul style="list-style-type: none"> • Purchase of materials for Math, ELA 	Sterling, Merra, van Cleef, Metzger Summer and Fall 2012	New materials to support student learning in ELA and Math
	<ul style="list-style-type: none"> • Report to School Committee 	Sterling, McFall, Admin Council March 2013	Summary of action steps, indicators of student results, recommendations for next steps
Refine system of goal based interventions and therapies with progress monitoring strategies to assess effectiveness for student learning and narrowing achievement gaps	<ul style="list-style-type: none"> • Meet with providers and administrators to refine practices reflecting input from June 2012 	Powers, Sterling	Agendas, documents reflecting adjustments
	<ul style="list-style-type: none"> • Develop template to use on Aspen, try out prototypes; transfer to electronic version, revise and finalize 	Powers, Sterling, Cullinane	Template, completed GFIPS
	<ul style="list-style-type: none"> • Report to School Committee 	Powers, Sterling, Admin Council May 2013	

Assessment and Reporting

Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Implement standards-based-report cards for grades K- 8	<ul style="list-style-type: none"> Gr. 7 & 8 teachers professional development at summer sessions, and ongoing through team meetings, district meetings 	Sterling, Hobbs, Ledebuhr Summer 2012, ongoing	Teacher attendance, agenda & notes, teacher products, revised student report cards
	<ul style="list-style-type: none"> Parent communication; resources 	Sterling, Hobbs, Ledebuhr	Revised family guide and website postings; parent attendance at meetings, frequency of visits to website,
	<ul style="list-style-type: none"> Report to School Committee 	Sterling, Hobbs, Ledebuhr December 2012	Samples of scored report cards, rubrics, teacher products, student results, parent comments
Begin to utilize Aspen to collect, analyze, and report student performance on common assessments	<ul style="list-style-type: none"> Development of template and trial data entry of student performance results on Aspen; development of procedures 	Sterling, Cullinane, Matthes Summer and Fall 2012	Initial prototypes of benchmark assessments entered on Aspen; development of procedures document
	<ul style="list-style-type: none"> Training of teachers to access and enter data 	Sterling, Cullinane, Instructional Technology Specialists Fall-Winter 2012	Frequency of training sessions and teacher participation; ELA and Math benchmark common assessments visible on Aspen
	<ul style="list-style-type: none"> Report to School Committee 	Sterling, Cullinane, Matthes February 2013	Summary of development steps; demonstration of Aspen, next steps

Mid-year Status Report	
-------------------------------	--

End of year Status Report	
----------------------------------	--



LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2012-2013
WORK PLAN

Goal Category	Teacher Excellence and Innovation		
Aspirational Goal	The district strives to ensure that student learning is supported by faculty members who have a strong grasp of their content, are dedicated to their own learning and continuous improvement of instruction, and are highly focused on energizing and engaging students' passion for learning.		
Operational Goal	The district will support, plan and coordinate a dynamic program for professional development and sustain conditions for effective collaboration and ongoing learning of faculty and staff in order to recruit, develop and retain a diverse and excellent faculty.		
Personnel Management			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Encourage and support innovative teaching and learning practices by fostering growth mindset, risk taking and reflection	<ul style="list-style-type: none"> District Goals presentation to faculty 	McFall September 2012	Participation by faculty
	<ul style="list-style-type: none"> Provide examples of Innovative practices 	Administrative Council on-going	Superintendent Bulletin, faculty meeting agendas, technology presentations
	<ul style="list-style-type: none"> Support and encourage professional development 	Administrative Council ongoing	Conference attendance records
	<ul style="list-style-type: none"> Gather student feedback on engagement during units of instruction 	Faculty, principals, curriculum specialists, Sterling, McFall	Evaluations, surveys, direct feedback
	<ul style="list-style-type: none"> Report to School Committee 	Faculty, March 2013	Teacher presentations
Continue to align the organization of METCO staffing with the needs of our students and families from Boston	<ul style="list-style-type: none"> Bi-weekly meetings between the METCO Director and Superintendent 	McFall, Franck Ongoing	
	<ul style="list-style-type: none"> Review staffing and job descriptions 	McFall, Franck, Hobbs, McKenna	
	<ul style="list-style-type: none"> Evaluate results of academic support on student achievement 	McFall, Franck, Sterling, Powers, McKenna, Hobbs	Assessment data
	<ul style="list-style-type: none"> Report to School Committee 	McFall, Franck, Sterling, Powers, McKenna, Hobbs	

		March 2013	
--	--	------------	--

Supervision and Evaluation			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Assessment Data
Work with the Lincoln Teachers Association and School Committee to address revised DESE regulations for teacher and administrator evaluation	<ul style="list-style-type: none"> Implement the MA Educator Evaluation process with the PLC members including School Committee and LTA representation 	McFall, Sterling, School Committee	PLC evaluation feedback
	<ul style="list-style-type: none"> Carry out collective bargaining process on teacher evaluation 	McFall, School Committee	Negotiation of contractual language related to teacher evaluation.
Pilot the use of the DESE Teacher Evaluation system with faculty and administrators in order to inform our decisions about adoption and implementation	<ul style="list-style-type: none"> Formation of PLC and introduction to new DESE Educator Evaluation model 	McFall, Sterling, PLC members Summer 2012	Teacher and administrator participation and feedback
	<ul style="list-style-type: none"> PLC sessions focusing on all aspects of new model 	McFall, Sterling, PLC members Ongoing 2012-13	Session agendas, products
	<ul style="list-style-type: none"> Implement the MA Educator Evaluation process with the PLC members including school committee and LTA representation 	McFall, Sterling, School Committee, PLC members Ongoing 2012-13	Forms completed, schedule of observations, samples of feedback, teacher comments
	<ul style="list-style-type: none"> Education of whole faculty by PLC regarding new evaluation model 	McFall, Sterling, PLC members, faculty meetings, Institute Day	Agendas, handouts, Institute Day program and feedback
	<ul style="list-style-type: none"> Carry out collective bargaining process on teacher evaluation 	McFall, School Committee	Negotiation of contractual language related to teacher evaluation.
	<ul style="list-style-type: none"> Report to School Committee 	McFall, Sterling Nov. and Dec. 2012, June 2013	
Implement the DESE guidelines for supervision and evaluation with the superintendent and administrators	<ul style="list-style-type: none"> Follow the regulations set forth for Superintendent and Administrator evaluation. 	McFall, School Committee	Data Collection, feedback provided to administrators, summative evaluations
	<ul style="list-style-type: none"> On-going supervisory meetings with administrators 	McFall	Data Collection, feedback provided to administrators

Professional Development			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Assessment Data
Continue to provide high quality professional learning to develop teacher expertise in: <ul style="list-style-type: none"> • Standards-based teaching, assessment, differentiation and reporting • New math standards • New ELA standards • New MA Educator Evaluation model • Innovative teaching practices • Cultural Competence • Strategies to address achievement gaps • Use of Aspen student information management system 	<ul style="list-style-type: none"> • Summer sessions targeted to goal areas 	Sterling, McFall, Teacher Leaders, Consultants Summer 2012	Teacher attendance and feedback
	<ul style="list-style-type: none"> • Ongoing opportunities for learning through in-district meetings, study groups, coaching, conferences and courses 	Sterling, McFall Ongoing 2012-13	Records of meetings, conferences, course work related to goal areas; teacher feedback and application to practice
	<ul style="list-style-type: none"> • Gather feedback from students on engagement through focus groups, survey, and observation 	Principals, faculty, curriculum specialists, Sterling, McFall	Student evaluations, surveys, and direct feedback
	<ul style="list-style-type: none"> • Report to School Committee 	Sterling Ongoing 2012-13	Embedded in all goal area reports
Mid-year Status Report			
End of year Status Report			



LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2011-2012
WORK PLAN

Goal Category	Leadership and School Culture		
Aspirational Goal	The district strives to establish safe, accepting, and diverse school culture that invite active participation of students, faculty and parents, support academic excellence, and reach out to the broader community.		
Operational Goal	The district will plan programs and activities to address the social and emotional needs of students, promote leadership, initiative, and civic engagement among adults and students in the school community, improve transitions for students and families and expand communications with and involvement of all stakeholders.		
Leadership			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Develop and carry out a comprehensive Superintendent entry plan to gain understanding of all aspects of the school district and develop recommendations for future areas of focus.	<ul style="list-style-type: none"> Develop entry plan and communicate to all stakeholders 	McFall September 2012	Entry Plan, School Committee presentation and review, District Goals presentations to faculty, post on website, communication to parents through Superintendent Bulletin
	<ul style="list-style-type: none"> Meet with all identified community stakeholders 	McFall, completed by January	Synthesis of feedback received, themes developed to be included in SC report
	<ul style="list-style-type: none"> Gather information on student engagement through focus groups, survey, and observation 	McFall, Student Engagement Committee Ongoing	Survey results, focus group feedback, observation data
	<ul style="list-style-type: none"> Report to School Committee 	McFall, February	
School Culture			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Engage school communities in discourse about the Core Values of the school district.	<ul style="list-style-type: none"> Presentation of Core Values 	McFall, on-going	Opening Day presentation, Superintendent's Bulletin, District Goals presentations, inter-woven into all conversations and presentations

	<ul style="list-style-type: none"> Development of common vision of core Values 	McFall, on-going	Discussion with School Committee, forums with faculty, parents, community stakeholders, Administrator led faculty discussions
	<ul style="list-style-type: none"> Development of Narrative to describe each core value 	McFall, Administrative Council, School Committee	
	<ul style="list-style-type: none"> Report to School Committee 	McFall April 2013	

Communications			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Develop and publish Annual School Performance Indicators Report in response to Finance Committee request for information	<ul style="list-style-type: none"> Develop scope and parameters of Annual Report 	Sander, Christenfeld, Central Office Administrators, fall	Draft outline of reported information
	<ul style="list-style-type: none"> Gather necessary data 	Sander, Christenfeld, Central Office Administrators, fall	
	<ul style="list-style-type: none"> Develop report 	Sander, Christenfeld, Central Office Administrators, fall	Final Report presented to the Town Finance Committee

Mid-year Status Report	
End of year Status Report	



LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2012 - 2013
WORK PLAN

Goal Category	Facilities, Operations, Health and Safety		
Aspirational Goal	The district strives to provide students with programs, resources, and facilities that support and enhance high-quality public education programs.		
Operational Goal	The district will maintain clean, accessible and safe facilities, plan appropriately for future building needs, complete operational audits, implement recommendations for improvement of “operational systems” which support teaching and learning and prepare proposals for necessary funding.		
Facilities			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Continue community outreach and communication leading to November 6th Lincoln Town vote on Lincoln School project	<ul style="list-style-type: none"> Continue the discussions with the Town through an outreach communication program 	SBC August-October 2012	Scheduled outreach events
	<ul style="list-style-type: none"> Host two Town-wide information sessions to reach a wide audience 	SBC September-October 2012	Hosted information sessions
	<ul style="list-style-type: none"> Present the Lincoln School project to the Special Town Meeting. 	SBC November 2012	Project approved by voters
Develop the design and procure the construction of the Lincoln School project	<ul style="list-style-type: none"> Procure the services of a Construction Manager at Risk 	SBC January 2013	Signed contract
	<ul style="list-style-type: none"> Conduct design planning, mini-charrette and info sessions 	McFall, Creel, principals, staff and faculty, SBC December 2012	Designers informed sufficiently to continue design
	<ul style="list-style-type: none"> Conduct the Integrated Design Workshop with Town boards and commissions 	OPM, SBC December-January 2013	Integrated Design Workshop
	<ul style="list-style-type: none"> Conduct the Design Development phase 	OPM, SBC March 2013	Design and estimate review held and project approved to continue to next phase
	<ul style="list-style-type: none"> Ensure that construction documents are prepared for bid (Phase 1) 	OPM, SBC May 2013	60% construction documents and estimate review held and project approved to continue to next phase
	<ul style="list-style-type: none"> Ensure that construction documents are prepared for bid (Phase 2) 	SBC June 2013	90% construction documents and estimate review held and project approved to continue to bidding

Collaborate with DODEA to carry out the transition of Hanscom Middle School to a temporary facility and begin construction of the new facility	<ul style="list-style-type: none"> Collaborate with DODEA by participating in initial contract meetings 	McFall, Creel, Ledebuhr January 2013	Contractor presence on site
	<ul style="list-style-type: none"> Collaborate with DODEA to develop plans for the procurement of furniture, fixtures, & equipment (FFE) for the middle school 	McFall, Creel, Ledebuhr Winter 2013	FFE lists and procurement plan accepted by DODEA
	<ul style="list-style-type: none"> Procure the services required to vacate the current HMS and move to the temporary HMS 	McFall, Creel, Ledebuhr May 2013	Signed contract
	<ul style="list-style-type: none"> Conduct the preparatory activities to ready the temporary HMS for move in July 2013 	McFall, Creel, Ledebuhr June 2013	Temporary HMS prepared for move in July 2013
Collaborate with DODEA to begin the planning and design phases of the Hanscom Primary School building project.	<ul style="list-style-type: none"> Collaborate with DODEA on the design by participating in a Design Charrette to gather information required to develop project schematic 	McFall, Creel, principals, staff and faculty December 2012	Completed Schematic Design documents
	<ul style="list-style-type: none"> Comment on the schematic design in preparation for the next stages of the final design of the middle school 	McFall, Creel, principals, staff and faculty December 2012	Comments on the schematic design and approach to temporary relocation submitted to DODEA
	<ul style="list-style-type: none"> The administration will collaborate with DODEA on the design by reviewing the 35% design submittal 	McFall, Creel, Ledebuhr Winter 2013	Comments on the 35% design and approach to temporary relocation submitted to DODEA
	<ul style="list-style-type: none"> Collaborate with DODEA to develop plans for the procurement of furniture, fixtures, & equipment (FFE) for the primary school 	McFall, Creel, Ledebuhr Winter 2013	FFE lists and procurement plan accepted by DODEA
	<ul style="list-style-type: none"> Collaborate with DODEA on the final design by reviewing the 65% design submittal 	McFall, Creel, Ledebuhr Spring 2013	Comments on the 65% design submitted to DODEA
Continue to implement and develop protocols in collaboration with the Town Administrator for the Facilities Manager position.	<ul style="list-style-type: none"> Assist the Capital Projects Committee and Town departments to prepare a capital projects plan for FY14 	Haines August-December 2012	Capital projects proposal within Finance Committee funding limits presented to Town Meeting
	<ul style="list-style-type: none"> Establish processes for managing School and Town maintenance 	Haines, Creel, McFall June 2013	Written procedures and processes for maintenance
	<ul style="list-style-type: none"> Implement computerized budget system (MUNIS) for purchasing. 	Haines, Creel, McFall March 2013	Facilities department uses MUNIS for purchasing.

Budgets and Operations			
Goals	Activities and Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Continue comprehensive review of School Committee Policy Manual and begin revisions, updating and policy development of selected policies	<ul style="list-style-type: none"> Review, update and revise School Committee policies as needed 	Christenfeld Ongoing	Updated policies

Health and Safety			
Goals	Benchmark Events	Personnel/Timeline	Evaluation Metrics/Evidence of Outcomes
Continue to respond to the report on the effectiveness of current practices and seek improvement in custodial/cleaning services	<ul style="list-style-type: none"> Conduct additional training for custodial staff 	Haines, Creel, McFall January 2013	Attendance at retraining sessions
	<ul style="list-style-type: none"> Assess the effectiveness of the cleaning effort using the new protocols 	Haines, Creel, McFall May 2013	Results of the cleaning rating reports
	<ul style="list-style-type: none"> Make recommendations for further actions 	Haines, Creel, McFall	
	<ul style="list-style-type: none"> Report to School Committee 	Haines, Creel, McFall May 2013	

Mid-year Status Report	
-------------------------------	--

End of year Status Report	
----------------------------------	--



LINCOLN PUBLIC SCHOOLS

DISTRICT GOALS: 2012 - 2013

Curriculum, Instruction and Assessment

ASPIRATIONAL GOAL

The district strives for academic excellence and persists in identifying and maintaining high expectations for all students, confirming student achievement and engagement, cultivating passion for knowledge and enjoyment of learning and celebrating excellence.

OPERATIONAL GOAL

The district strives to be accountable for student achievement and will learn from assessments of student performance and draw from professional knowledge related to curriculum and pedagogy to align, implement and communicate a well-designed curriculum and adjust instruction to improve student learning.

Teacher Excellence and Innovation

ASPIRATIONAL GOAL

The district strives to ensure that student learning is supported by faculty members who have a strong grasp of their content, are dedicated to their own learning and continuous improvement of instruction, and are highly focused on energizing and engaging students' passion for learning.

OPERATIONAL GOAL

The district will support, plan and coordinate a dynamic program for professional development and sustain conditions for effective collaboration and ongoing learning of faculty and staff in order to recruit, develop and retain a diverse and excellent faculty.

Leadership and School Culture

ASPIRATIONAL GOAL

The district strives to establish safe, accepting, and diverse school culture that invite active participation of students, faculty and parents, support academic excellence, and reach out to the broader community.

OPERATIONAL GOAL

The district will plan programs and activities to address the social and emotional needs of students, promote leadership, initiative, and civic engagement among adults and students in the school community, improve transitions for students and families and expand communications with and involvement of all stakeholders.

Facilities, Operations and Health and Safety

ASPIRATIONAL GOAL

The district strives to provide students with programs, resources, and facilities that support and enhance high-quality public education programs.

OPERATIONAL GOAL

The district will maintain clean, accessible and safe facilities, plan appropriately for future building needs, complete operational audits, implement recommendations for improvement of "operational systems" which support teaching and learning and prepare proposals for necessary funding.

Curriculum, Instruction and Assessment

School Year	Curriculum Planning & Development	Implementation & Instruction	Assessment and Reporting
2012 – 2013	<p>Align PreK-8 Lincoln Learning Expectations with National Common Core Standards embedded in the 2011 MA Frameworks</p> <p>Conduct a review of technology: resources, staffing, infrastructure, and curriculum integration to determine the needs of the district moving forward</p>	<p>Implement standards-based planning, instruction, differentiation, assessing and reporting in all subjects</p> <p>Articulate and implement strategies to address learning and achievement gaps</p> <p>Refine system of goal based interventions and therapies with progress monitoring strategies to assess effectiveness for student learning and narrowing achievement gaps</p>	<p>Implement standards-based report cards for grades K- 8</p> <p>Begin to utilize Aspen to collect, analyze, and report student performance on common assessments</p>

Teacher Excellence and Innovation

School Year	Personnel Management	Supervision & Evaluation	Professional Development
2012 – 2013	<p>Encourage and support innovative teaching and learning practices by fostering growth mindset, risk taking and reflection</p> <p>Continue to align the organization of METCO staffing with the needs of our students and families from Boston</p>	<p>Work with the Lincoln Teachers Association and School Committee to address revised DESE regulations for teacher and administrator evaluation</p> <p>Pilot the use of the DESE Teacher Evaluation system with faculty and administrators in order to inform our decisions about adoption and implementation</p> <p>Implement the DESE guidelines for supervision and evaluation with the superintendent and administrators</p>	<p>Continue to provide high-quality professional learning to develop teacher expertise in:</p> <ul style="list-style-type: none"> • Standards-based teaching, assessment, differentiation and reporting • New math standards • New ELA standards • New MA Educator Evaluation model • Innovative teaching practices • Cultural Competence • Strategies to address achievement gaps • Use of Aspen student information management system

Leadership and School Culture

School Year	Leadership	School Culture	Communications
2012 – 2013	Develop and carry out a comprehensive Superintendent entry plan to gain understanding of all aspects of the school district and develop recommendations for future areas of focus.	Engage school communities in discourse about the core values of the school district.	Develop and publish Annual School Performance Indicators Report in response to Finance Committee request for information

Facilities, Operations and Health and Safety

School Year	Facilities	Budgets & Operations	Health & Safety
2012 – 2013	<p>Continue community outreach and communication leading to November 6th Lincoln Town vote on Lincoln School project</p> <p>Develop the design and procure the construction of the Lincoln School project</p> <p>Collaborate with DODEA to carry out the transition of Hanscom Middle School to a temporary facility and begin construction of the new facility</p> <p>Collaborate with DODEA to begin the planning and design phases of the Hanscom Primary School building project.</p> <p>Continue to implement and develop protocols in collaboration with the Town Administrator for the Facilities Manager position.</p>	<p>Continue comprehensive review of School Committee Policy Manual and begin revisions, updating and policy development of selected policies</p>	<p>Continue to respond to the report on the effectiveness of current practices and seek improvement in custodial/cleaning services</p>
<p>Review self-assessment in preparation for on-site evaluation for the Coordinated Program Review, including special education, civil rights, and English as a Second Language programs, to be performed by the Department of Elementary and Secondary Education in the 2012-2013 school year.*</p> <p>* The Coordinated Program Review overlaps all goal areas. The review will provide feedback on our programs and assessments, staffing, policies, and facilities.</p>			



LINCOLN PUBLIC SCHOOLS

ON-GOING PRIORITIES: 2012 – 2013

Reports to the School Committee will be made annually on the following Lincoln Public Schools on-going priorities:	Estimated Date(s) of School Committee Report(s)
Develop a budget that aligns with District Goals and initiatives and is responsive to economic conditions.	
Develop and implement strategies to close the documented achievement gaps for identified groups of students.	
Provide a professional development program that supports the curricular and instructional goals of the district. Support the faculty and administration in their participation in professional development activities to sustain a high level of instructional practice as well as to satisfy state and federal licensure requirements.	
Maintain accreditation and entitlement grants and carry out all mandated accountability processes, i.e. NAEYC, Title I, II, III, Coordinated Program Review.	
Continue to implement practices consistent with the standards established by the Healthy U.S. Schools Challenge.	
Additional Lincoln Public Schools on-going priorities:	
Implement hiring practices to recruit and retain a highly qualified, diverse and culturally competent faculty and staff.	
Provide on-going professional development for paraprofessionals with focus on supporting literacy and mathematics instruction.	
Build the capacity for the Mental Health Team to provide supports and services for students with challenging behavior	
Provide professional development in DDMS for Hanscom Middle School and Lincoln School 5-8 teachers.	
Develop and strengthen opportunities for student leadership, political engagement, and active citizenship at the District, school and classroom level.	